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Welfare



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A NURSERY HOME FOR "NOUGHTS TO 2½'S"

Britain's social services do not wait for ideal conditions and ideal equipment. They deal with people's needs with the means at hand.

In this issue:

IS ALL WELL WITH THE CHILD? *by Eileen Younghusband*
PUBLIC RELATIONS FOR CHESTS AND COUNCILS, *by David Crawley*
GROUP WORKERS AND RECREATION WORKERS, *by John Haddad*

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R. E. G. DAVIS, *Executive Director*

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The Royal Visit

During the past few weeks most of us have interrupted our daily tasks to take part in the gaiety or solemnity of the various appearances of Princess Elizabeth and her husband, Philip, Duke of Edinburgh. One characteristic of our Royal visitors must have impressed us all: the discipline and forgetfulness of self that make it possible to face thousands of people and perform numberless gracious acts, regardless of personal feelings and anxieties. It sounds banal to say "They are an example to us all"—and yet isn't it true?

COMMITTEE ON HEALTH INSURANCE

The Minister of National Health and Welfare has announced that a parliamentary committee will be set up early in 1952 to study health insurance. If the procedure followed by the Joint Committee of the Senate and House of Commons on Old Age Security is adopted by the health insurance committee, briefs will be received from many interested groups on diverse aspects of medical care problems.

The study will not be simple: it will have to consider the non-governmental and governmental programs now in operation, the kinds of services that can and should be provided, methods of financing, relations between governments and the medical profession, administration and many more questions.

The contributions made by both voluntary and statutory bodies to the work of parliamentary committees is an important element in the democratic processes by which we advance in social welfare. It is certain that our readers will follow the work of the health insurance committee with lively interest. They will also want to make their interest felt in a practical way by taking part in the community discussions that help to shape public opinion on so important a question. We suggest that they may prepare themselves for this by informing themselves of the issues and facts.

Much will be presented in the daily press. Professional magazines have carried and will carry articles on the subject. A considerable amount of literature on health insurance and medical care is to be found in public and other libraries. And may we again call attention to "A Canadian Health Program—What are the Issues?" an article by Malcolm Taylor in CANADIAN WELFARE, January 15, 1950.

At its September meeting the Board of Governors of the Canadian Welfare Council decided to set up a committee to study health insurance. It is possible that this committee will present a brief to the parliamentary committee. Members of the Council are invited to send in to the Director any suggestions they would like to make for the committee's work.

CHRISTMAS GIVING

Now is the season when stores are warning us "Only x more shopping days before Christmas", and we begin to consider presents for family and friends. At Christmas many people also enjoy giving to families and children less fortunate than themselves. To give is a satisfying experience, but why and how we give must be examined again and again. The feeling behind all Christmas giving, to friends or to those in need, should be the affection and respect which is felt for other human beings, not the rosy glow of self-righteousness and beneficence.

In personal giving, the nature of the gift is ideally determined by the needs or wishes of the recipient. Much of the satisfaction to the giver comes from pleasure in a gift desired and enjoyed. Surely similar satisfaction arises from giving those in need presents which represent their hearts' desires. For people beyond the personal circle—children living away from their homes, the aged and indigent—Christmas giving must be planned so that the pride, self-respect and individual needs of the recipient are recognized.

A gift of money to a mother who lacks other means of providing a Christmas for her children gives her also the joy of giving, and gives her children the priceless gift of confidence in a parent who knows and provides for their wants. For the aged or ill, a gift that shows understanding of their situation—a cooked meal for an invalid, for instance—gives unmistakable evidence that the giver thinks first of the person to whom the gift will go and only secondly of his own satisfaction.



*EILEEN YOUNGHUSBAND is one of Britain's most distinguished social workers. She visited Canada in March of this year to be present and to speak at the centenary celebration of the Protestant Children's Homes in Toronto. Below is the address she gave on that occasion. Miss Younghusband is now a lecturer in social science at the London School of Economics and a member of many important committees. From time to time she has done work for UNESCO and the United Nations. Since 1924 she has had extensive and intensive experience in family and children's work and in the training of students. Her book, *THE EMPLOYMENT AND TRAINING OF SOCIAL WORKERS* (Carnegie United Kingdom Trust, 1946) is well known in Canada; a new book, supplementary to the first and entitled *SOCIAL WORK IN BRITAIN*, has just been published (Carnegie United Kingdom Trust, 1951).*

Is All Well With the Child?

By EILEEN YOUNGHUSBAND, M.B.E.

ON THIS happy occasion of the Protestant Children's Homes' 100th birthday I suggest that from our position in Toronto in 1951, we should look out across the world to see how it fares with children in other countries, and also look back across time to see what has been happening to them in the last 100 years. If we also tried to peer into the future we should find it hard to envisage the world of our successors who will sit here 100 years hence. For to our generation, living on the edge of the abyss, we cannot know whether our children's children will face

It will be indeed a large order if we confine ourselves to the past and present by this journey through time and space that I have proposed. But the odd thing is that, as the theory of relativity tells us, the two turn out to be very much the same thing in the end. This is because the phases through which the most advanced nations have passed historically may be seen repeating themselves geographically in different parts of the world at the present day.

This is a sad commentary on our social progress. But at the same time it means that some of the social ills from which children suffer have been diagnosed already so that we know what remedies are sound and which others would

A brighter dawn divinelier lit
Or darkest night without.

merely aggravate the disease. Coupled with this, there is a greater desire than perhaps ever before for international co-operation in child welfare, a desire to pool experience and to raise standards by international action. Witness the work of the United Nations, UNICEF, UNESCO, the World Health Organization and other specialized agencies of the United Nations; as well as the International Union for Child Welfare, the White House Mid-Century Conference, and so on almost *ad infinitum*.

"What a Wise and Good Parent Would Desire"

I shall not attempt in what I say to-night to do more than indicate what changes are taking place in our attitudes towards homeless, delinquent and illegitimate children. The attitude of any given society towards such children is perhaps the most sensitive social barometer we have. And its recordings range from a cold temperature of callous indifference to a warm one of humanity and imaginative concern for the well-being of the child—of each and every child.

I shall take as my touchstone an often-quoted sentence from an official Report on the Education of the Adolescent which began to make history in England 25 years ago. This is the sentence: "What a wise and good parent would desire for his own children, that a nation must desire for all children." There could, I suggest, be no better guiding light for social action than that.

The wisdom and goodness of this parent is of course taken to be a combination of his own personality with a utilisation of all the best current knowledge about child welfare. That is to say, the warmth and humanity of mature emotion, coupled with the growth of scientific knowledge about children's needs. And there are many examples to show us that it is disastrous to separate either of these from the other in what we plan and purpose for the child in need.

The Social Soil

From the social angle, then, this touchstone involves looking first at the whole social soil in which children are nurtured and only secondarily at a nation's actual child welfare services. It is possible, for example, to find quite rudimentary services because the people of a country have the attitude of an African who once said to me: "Surely no family would refuse to take a destitute child into their home and bring it up as one of their own?" Conversely, elaborate services may be found in a society which by its ways of living first creates and then rejects deprived and delinquent children.

The ultimate test, then, is not the complexity and range of a country's child care services but the extent to which it has succeeded in making such services unnecessary. Let me illustrate: about 14,000 children were taken away from English parents in 1949

by the forfeiture of parental rights through the Courts, and about 50 in Norway. The population of Norway is something over 3 millions and that of England and Wales about 47 millions. In one of the Swiss cantons the figure was 2 out of a population of 200,000. Yet how absurd it would be if, contemplating these figures we were to say "See what a splendid child welfare service they have in England compared with Norway or Switzerland"!

Attitudes to Child Welfare

Bearing this in mind, let us look at the major changes which have taken place in social attitudes across history and across the world towards the child who is in need because his own family cannot or does not make provision for him. The first stage—the one common until recent times in so-called civilized societies—is one in which society does not make itself responsible for caring for such children. For example, in 18th century England the kind-hearted—soft-hearted they would have said at that time—Captain Coram struggled for 20 years to get his Foundling Hospital started to care for the infants whom he saw "abandoned on dunghills".

150 years later Dr. Barnardo discovered hundreds of homeless children living by their wits and sleeping on rooftops, in yards or in alley ways of London. To-day child exposure still exists in some Eastern countries and the older child without a family may be nobody's

child and nobody's business. The State — organized society — cares nothing about him and it was, and is, only by degrees that some pioneers got together the supporters and the resources to found a voluntary society to care (well or ill) for the needs of a small proportion of such children.

Then by slow degrees comes the second stage in which society concerns itself with every child in need and every child's need. This is the stage which we are apt to take for granted but so far it has only been reached, and in recent times at that, by a certain number of countries within the ambit of Western and Christian civilization. That is to say, the normal situation in many countries of the world to-day is still one in which the child who falls out of a family group or who never belonged in one, may flounder and die without its being the legal responsibility of any public body to prevent this happening. In fact in this fundamental respect civilization has up till now been of very doubtful benefit to the homeless child. In primitive societies organized on the large family system he is sure of his place but it is very often civilization that has made him an outcast. In ancient civilizations he had duties but no rights and it was only with the growth of Christianity that he began—and very slowly at that—to be protected by the State.

Pioneers and Victims

Historically, in the period that concerns us, every major advance

has come from two groups of people whom we may call the Pioneers and the Victims. Both alike give their lives to shake you and me—public opinion—out of our lethargy, blindness and ignorance, to make us see with the eyes of our imagination the thing that is under our noses. I suppose all social advance really consists in our coming to regard as intolerable something which we had previously taken for granted, like hanging a small boy for setting fire to a hayrick as we did in England in 1822, or leaving a boy naked for days in an empty room, as they did habitually at a reform school in another European country in 1950.

The Pioneers are those who have seen and become obsessed by some wrong to children. And instead of saying 'they' ought to do something about it, they have said "I must give my life to fighting and righting this wrong". Recent history is filled with them, as you know. We have only to think of Lord Shaftesbury, of Dr. Barnardo, of Judge Baker, of St. John Boscoe, of Homer Lane, of David Wills, of Anna Freud. And of legions more who have roused public feeling and have pioneered new and better ways of caring for children who are homeless or delinquent.

The victims may be a whole group of neglected or ill-treated children or else one child whose evil conditions or death shakes and stings the public conscience. Like Jim Jarvis, the homeless ragged boy with nowhere to sleep but a roof in the bitter London winter—the Victim whose need turned Dr.

Barnardo into a Pioneer—and who years after came to live in Canada. Or Dennis O'Neill who died in a remote English farmhouse in 1944 as the result of prolonged ill-treatment and starvation by the sadistic foster-father with whom a public authority had placed him, and whose death was a major precipitating cause of the recent reform of the whole British child care system.

Public Responsibility with Personal Concern

As we all know, historically those who went to seek the lost and neglected child were individuals and private agencies. The public authority, where it existed, sat back with a deterrent frown on its face, hoping that the child would not be brought to ask its unwelcoming aid, and discouraging Oliver Twist from asking for more. It was also the private agency or the individual who pioneered in experimenting with new and more enlightened methods.

What we do not so readily realize is that this phase is beginning to pass away all over the world as we reach a new level and a new outlook in the provision of state social services. The real problem of to-day and to-morrow is how to integrate into the universal state services the personal concern, the imagination and the flexibility which are characteristic of private agencies at their best. This is fundamentally a question of attitudes but it also raises extremely difficult questions of administrative techniques, in which every country and every



(UKIO Photo)

Bed-time is a busy time for the house mother and her staff.

public authority needs to learn all it can from others. The essential dilemma is how to take effective account of the individual needs of Tom and Mary, of John and Margaret, without having to provide a quite impossibly expensive administrative machine in order to do so. How, indeed, to give to thousands the quality of individual care and personal concern that private agencies have given to tens or hundreds.

Factors in Positive Child Welfare

Let us pause here to remember again that the most effective form of child welfare is that which lessens the need for a child protection service. This is dependent, broadly speaking, on three factors:

First, *the economic level or standard of living of the country.* A universal child care service will be faced with an impossible task, and indeed will defeat its own ends, if the low standard of living itself creates a considerable problem of child neglect, abandonment, destitution, delinquency, as well as underfeeding, bad housing conditions, poor health and low standards of family life. Let us be realistic: child exposure, for example, does not happen because of some unnatural callousness amongst certain Asiatic peoples but because conditions of extreme poverty and the absence of family limitation make it impossible to rear all the children who are born, particularly the weaklings. In such conditions a child care service may well find itself in the hopeless position of helping to disrupt rather than to strengthen family life.

The second factor on which an adequate child protection service depends is *the strength and quality of family life*, that is the physical and mental health of its members, and the standard of the physical place and the mental concept of home. This is intimately related to the stability of the family, to divorce and separation rates, to the illegitimate birth rate, to the status of women and the problems of combining married women's employment with a satisfactory home life for the children. It is also related to earnings, and to social security measures against the major economic calamities which tend to disrupt family life.

Also intimately connected with this is the whole question of whether the general social conditions tend to aid or to disintegrate family life. In this context it is well to remind ourselves of all the shocks that family life has suffered in the war devastated countries—and indeed in every country that has been occupied by large numbers of enemy or friendly troops. In a recent UNESCO publication figures are given to show that in Europe alone 30 million dwellings were destroyed through the war and that 13 million children lost their natural protection; many of them have also lost their country as well as their family.

The third factor is *the growth of scientific knowledge and its application*. This includes both the technological advances which spell a high general standard of living, and the increased knowledge of child development and nurture, both physical and psychological. These two together have meant better and more varied diet, better housing, more hygienic clothing, a preventive health service, a higher level of education, and a greater understanding of the child as a growing, changing, developing being, rather than as an unfortunately wayward little adult.

Homes or "Homes" for Children

In the early stages of organized society's concern for homeless children the emphasis has always been, and still is, on physical care, with little understanding or regard for their emotional needs. They

lived—and do live by the thousand—in grey barracklike orphanages with large dining halls and long bleak dormitories; where nothing belongs to them personally and they belong to no one, where they are, as a child once said, "Nobody's nothing".

In such institutions they are often far better fed, clothed, sheltered and medically cared for than their brethren outside. But because they have no personal love their spirits wilt and atrophy, and they fail to develop emotionally in the same way as the normal child in an ordinary home. In some countries, too, these schools or orphanages are so grossly understaffed that there is no time to give any individual attention to the children, and indeed a large part of the work has to be done by the children themselves, who are often kept on for this purpose as free labour long after they ought to be making their way in the world, and when they do leave they are likely to have to fend for themselves unguided in a strange and alien world.

Children's Homes with a big "H" are probably inevitable in those countries where the conditions of good foster home placement and successful adoption are not well understood and there is a risk that the child would virtually become a slave in the household. But one of the biggest contributions being made by the more to the less advanced countries is to help them in the planning of small Homes for children and in an understanding

of the kind of supervision by skilled workers that is necessary for successful foster home placement in those circumstances when general social conditions would not make it impossible, if it were properly safeguarded.

Unfortunately, every country, if left to itself, tends to start with the huge, imposing building which isolates both children and staff from the ordinary life of the community, which offends against every modern canon of child care; but which from the administrative point of view is so easy to supervise, looks so satisfactory and offers such advantages of specialisation, of staff supervision, of bulk purchase and the like. How often indeed is it true that what settles the issue is not the fundamental needs of childhood, of this or that particular child, but tidiness, order and administrative convenience. Indeed there is no end to the dreadful things that the administrative mind at various points in history and in different countries at the present day has thought of for the nation's children which no wise and good parent would ever dream of for his own children. I sometimes think that the whole history of child care is the history of our circuitous and complicated journey to the things which our national commonsense would have taught us if we'd given it half a chance—if indeed, we had really believed that orphans or homeless or destitute or neglected children had just the same needs and desires as our own children.

For example, the wise and good parent would certainly not have taken children away from their own parent and paid other people to bring them up in large institutions just because their father had died and their mother was too poor to provide for them. Yet such was the pattern of public assistance in many countries. Foster homes, too, were chosen because they were clean and not because they had love in them. Of course in this old system many children did get personal care and devotion and did thrive, perhaps more by good luck than good management. When they did not do so, those in authority could ascribe the result to poor stock, the ingratitude of the children for all that was done for them, inherited taint and moral depravity, rather than to the emotional starvation and thwarting of personal development to which the children had been subjected.

Into this situation, this concern with externals, has come at first slowly and then in a torrent, the new wine of dynamic psychology bursting the old bottle, telling us some things that only genius here and there and a steady, patient background of scientific enquiry and experiment could bring to light, but telling us also many things which if we had been wise and good we might have known, sometimes indeed did know, for ourselves. The child needs, they say, love and security, needs to matter deeply to a particular person, needs to receive affection and to give it, needs the

companionship of children of different ages and both sexes, of a father as well as a mother; needs play material, needs mental and physical stimulus, needs to be able to adventure in a world whose good will he can trust. Needs to be assured of all the child did *not* have who said to his new foster mother, "Where do I go when you turn me out?"

Where Does a Child Belong?

That all sounds obvious enough to us but it is terrifically hard to follow through to its logical conclusion in all its administrative implications. First of all, it means doing away with the big institutions—and there they are in many countries, good and solid, untouched by bombs or "Time's rude hand". There is, too, in many countries, an appalling general housing shortage and a shortage of labour and essential building materials so that it is not easy to build small

The agreement signed by these foster parents stipulates that they will care for the child "as if he were my own".

(UKIO Photo)

homes on modern lines. Then it also involves a general level of family life in which foster home placement is possible, and in which sufficient men and women are willing to act as long or short-term foster parents, taking both the heartbreaks and the rewards in their stride. And that means the right foster home chosen for the particular child, which in its turn means highly qualified workers and sufficient of them for adequate case work. Adoption, the complete substitute home for some children, means even more careful work.

Then there are many children who cannot go straight, or perhaps at all, to a foster home. They need reception centres with skilled staffs to observe them, and to make a psychiatric and social diagnosis, in order to decide what they need. There are some children who feel the separation from their own homes too acutely to tolerate foster home placement; others are too maladjusted for the average foster mother to understand or cope with; others need special care on account of physical or mental handicap; others have been damaged by the failure or breakdown of several foster homes. All of these may need to be housed in small family groups under the care of staffs of both sexes trained in modern methods of child care and chosen for their understanding of children, their warmth and maturity of personality.

If in the end that old barrack-like institution must still be used let us turn it over to the educa-



tion authority to do some imaginative re-adaptation, and then turn it into a boarding school to which will come some children who have their own homes and other children who will go to the same foster parents for each holiday, so that the foster parents won't bear the burden and heat of the day all the year round, but the children will feel much like any other child who goes away to boarding school. Even so, it is no satisfaction to the individual child to know that he is a ward of the state or the responsibility of the Children's Aid Society or the Child Welfare Council or St. John's or St. Mary's Orphanage. What he wants to know so well that he never thinks about it, is that there is at least one person who will stand by him through thick and thin, to whom he belongs.

The Child Removed from his Home

This sounds so much more satisfactory than the old mass production system but let us not minimize its administrative difficulties, particularly where large numbers are involved. One of the many advantages of the big institutions from the administrator's point of view was that masses of children were subjected to the same routine, the same rules, the same supervision and the same regime. This made inspection easy, and it reduced most children to an outward conformity through habit and a discipline in which their individual differences and difficulties were ironed

out—and were in any event not of the slightest interest to the administrative machine as such.

Now along comes modern psychology, and incidentally the wise and good parent, demanding that the things that are going on inside Tommy and Mary, in the inner world of childhood, shall be the major determining factor, the guiding light in every decision. That, then, is the revolutionary situation in which we find ourselves at the present day; and the ferment of these new ideas with all their disturbing implications is beginning to be at work in however rudimentary a fashion in every child care service in the world. I need not remind you, all the same, of the tremendous limitations of the new knowledge; of how soon we are apt to find ourselves up against a blank wall with the psychiatrist beside us when it comes to cure rather than to diagnosis. To tell us a child needs the unfailing love and concern of at least one person extended over a period of years is something quite different from being able to procure it for him.

Then, in addition, there are all the difficult implications of our new understanding that the human being does not transplant very readily, and that this is better not attempted at all if it can be helped. In any event the roots must be loosened gently and not cut, there must be a good ball of earth round them, the new soil must be of the right kind, the new site must have the right elevation; there must be a good deal of attention in the

settling-in period, and if all this has been well done it is perhaps just as well later on not to look at the roots too often to see how they are growing. Consider the boy who said to his boarding-out officer, "Why do you come to see me so often? I thought the whole idea was that I should be just like other children."

This too sounds obvious enough but we have only to think of the millions of uprooted families and the homeless and stateless children of the war-devastated countries of Europe and Asia to get some idea of the world's mental ill-health from this cause alone. There are literally millions of children growing up in the world to-day who have no roots either in a place or a person; whose parents may have died by torture or the disasters of war, who have little hope for the future and who owe no allegiance to society.

Only quite recently and still haltingly has the idea begun to spread that it is better to try to rehabilitate the child's own home where it exists, to lessen the tensions there, to give him and his parents the therapeutic help they may need, rather than deliberately to sever him from his home and his roots. In fact, as a sweeping generalization one may say that the old social services tended to disrupt the home through their offer of the workhouse and other deterrent institutional care. Whereas on the contrary modern social services, particularly social security and social case work services, lay the

whole emphasis on keeping the home together, both economically and psychologically.

This means that in the more advanced countries children do not now leave their homes and come under a child care service for economic reasons alone, though illegitimate children would be an exception in some countries. The causes which do bring them are the death, desertion or illness of either parent, or child neglect; or their own physical or mental disability or delinquency. Even in such situations attempts are being made by home-maker services, day care provision, special schools for the handicapped, home nursing, short-stay homes, probation, play centres, matrimonial conciliation and counselling, and so forth, to keep the home together.

The Child in his own Home

In the hundred years of which we are thinking, as well as in our own contemporary world, we have become more conscious not only of the calamities which children suffer outside their own homes but also of what they suffer from neglect or ill-treatment within their own homes. This, too, is quite new. Indeed it is horrifying to reflect that in almost every country down to the late 19th century the father had uncontrolled rights in the family. You may indeed recollect that the first cases of prosecutions for cruelty to children were brought both in the U.S.A. and in England under the law against cruelty to

animals because an animal had the legal protection against cruelty which the human child lacked.

The imposition of a legal minimum age of employment, the spread of universal compulsory education, together with State health services have all meant that society began to make demands on parents as to the way in which they cared for their own children. In other words, within our period the State has begun to protect the child against exploitation by his own parents and to make certain positive demands as to the ways in which he shall be brought up and what he shall or shall not do. Thus there is at the present time a general tendency for the State to assume responsibility for protecting the child against dangers to his health, security, education or morality, which may arise from his own personal physical, mental or moral deficiencies or that of the environment in which he lives. It is actually only in this century that legal forfeiture of parental rights has begun to creep into legislation; and the opposite partner, legal adoption, is equally recent. On the old assumption, the ultimate responsibility for the child and ultimate rights over him rested with his own parents. On the new assumption, these are in the last resort vested in the State as the ultimate custodian of the welfare of all its citizens. This represents a tremendous change in outlook and social philosophy in the period with which we are concerned.

The actual agent through whom children have been protected against their own parents have been in some countries private organizations, for example the National Society for the Prevention of Cruelty to Children in England, the child welfare societies, Pro Juventute and family guardians in the Netherlands and Switzerland; and the official Child Welfare Councils in Scandinavia and the Youth Offices in Germany and Austria.

Parallel with this development, in the 20th century children's courts have been started in all advanced countries, both to protect the child from the full blast of the law and its consequences and also to safeguard him from his own parents. The legal concept of the child in moral danger, brought before the court because, as the English law puts it, he is in need of care or protection, also only dates from this present century.

Already the gulf between the delinquent child and the child in moral danger is beginning to narrow. The modern conception is of the child needing protection and help which the parents are neglecting to provide, and in the most advanced countries there is a tendency towards a complete assimilation of the delinquent and the unhappy child. There is also a tendency, through variously named and organized services, to try to arrive on the spot as early as possible when things are first beginning to go wrong and long before they reach the court stage. In particular the education services, and even

the maternity and child welfare services, are beginning to reach out to play the part of the wise and good parent to the child who is neglected or unhappy and so to try to prevent him from ever becoming the child who is homeless or delinquent.

Modern Principles in Child Care

Thus we may discern two apparently opposing principles at work. The one is to strengthen the family in every possible way and to keep the child in it if possible, or at least to keep in touch with it and return him to it later if may be. The other principle is that of protecting the child against his own family, even to the point of removing him from it without the consent and against the will of his parents.

In general the thought, though not necessarily the actual achievement, of organized society is moving towards eliminating those social factors which disrupt the family

and are beyond its own effort to control; towards helping the family which is floundering in its own relationships between its members; towards giving additional support where there is physical, mental or moral handicap; towards taking away from its home the child whose parents are in some extreme degree neither wise nor good; and towards providing a substitute family for such children and for those who are homeless. In short, reintegrating into the community the child without a family and strengthening the family ties of children who did not choose their parents well. It has been well said that you cannot give a child love by Act of Parliament but it is a gain if all over the world we are beginning to realize that that is every child's fundamental need. And whether or not he receives it depends in the last resort not on the law givers but on the likes of us, on you and me.

IN THE search for social justice, much has been done in Canada. Much still remains. Our fight against ill-health and insecurity, our resolution to provide equality of opportunity, must never end. But we must not forget this: *there is no magic formula for social security*—it can be provided only through *work*. It cannot be too strongly emphasized that social security has to be paid for out of production. It is the people themselves who—*through their hard work*—provide governments with the financial resources to maintain these social services . . . *Social security is not an end in itself*—neither is it a dead-end. While each social measure takes from production, it gives something back. Since it invests some of the nation's wealth in the nation's citizens, a responsible sensible program of social security can help to raise their levels of health, nutrition, housing and training and—most important of all—to maintain their faith in our society and in its integrity. You and I know that there can be no sort of future or security for any of us unless, through collective security, we can help to keep the world at peace."

—Honourable Paul Martin. From address to the Annual Convention of the Canadian Congress of Labour, Vancouver, September 18, 1951.

NEW STAFF MEMBER

Patricia Godfrey joined the staff of the Canadian Welfare Council on October 1 as executive assistant. This new post has been established at the Council to strengthen the central administration and also to provide a staff member who will be responsible for certain special overall Council projects.

Miss Godfrey brings unusually varied education and experience to her new work. After receiving her master's degree in English from the University of Toronto, she studied at the Royal Academy of Dramatic Art in London for two years. From 1935 to 1939 she was on the stage in England, but at the outbreak of war she left this promising career to devote herself to defence work.

In September 1940 she became centre organizer of Women's Voluntary Services for the borough of Wandsworth in London, and carried out her work there during the worst periods of air attack. In 1943 she was called on to tackle a special job of reorganization in Oxfordshire, and in October she was appointed regional organizer for Region Seven (the West Country). In 1946 she was awarded the M.B.E. in the Dominion Day honours list, at the request of the British Government, for her six years' brilliant service.

In March 1946 Miss Godfrey returned to her home in Canada and decided to take formal training for social work, which her ex-



(Capital Press Service)

perience has proved to be her deepest interest.

While doing her first-year studies at the Toronto School of Social Work on a part-time basis, she was senior executive for the Civic Advisory Council of Toronto. This body is made up of voluntary representatives of city-wide groups, is financed by the city and acts as adviser to the City Council. Miss Godfrey's job entailed work with voluntary committees, social agencies, business firms, professional and educational groups, and government officials.

During the late summer and autumn of 1950 she was research assistant on the survey of the welfare needs of the armed forces conducted by the Defence Research Board. This year she is completing the requirements for the master's degree in social work.

Group Workers and Recreation Workers

By JOHN N. HADDAD

"In social group work, the group itself is utilized . . . as a primary means of personality growth, change and development. The worker is interested in helping to bring about individual growth and social development for the group as a whole as a result of guided group interaction." This statement by Harleigh B. Trecker, in his book SOCIAL GROUP WORK, may help to explain why there is the "misunderstanding between group workers and other recreation workers" mentioned in this article. Recreation workers other than group workers may be concerned first and foremost with the teaching of skills; group workers as such are also concerned with this, but regard "personality growth, change and development" as of primary importance.—Editor.

UNFORTUNATELY, in many parts of the country there exists much misunderstanding between group workers and other recreation workers. Until 1950 this situation in Toronto was particularly serious and certain steps were taken which have improved it a great deal.

The first step was to find an organization where all recreation leaders could meet together, get to know each other, and, of course, come to realize that we were all facing similar problems and could learn from one another. The Recreation Workers' Assembly was the logical organization. This Assembly is a committee of the Recreation Division of the Toronto Welfare Council. In past years the membership was limited to member services and was controlled by group workers, so an amendment had to pass through the Welfare Council allowing non-Red Feather services the right to attend.

This being accomplished, the

next big step fell on a membership committee. It was their job to build up a mailing list that would include virtually all recreation workers in the city of Toronto. The work of this committee produced results, and by the spring of 1950 we had representatives from the municipal recreation authorities, the provincial department, church recreation groups, the Settlement Houses, the Y's, and community centres.

Having succeeded in making the Assembly the place where all recreation workers could meet to discuss common problems, the nominating committee took up the ball and produced an executive slate for the coming season that would be representative of the assembly, and consequently contain a cross-section of recreation workers. This new executive included a municipal recreation director, a representative of the Department of Parks and Recreation, two health and physical education graduates, two settlement social workers, a YWCA

John Haddad, now director of St. Faith's Lodge, Toronto, was formerly on the staff of the University Settlement.

worker and a recreation worker in a case work agency.

In the Fall of 1950 this executive consciously set out to tackle the problem of better relations amongst all recreation workers, through the use of program in the Assembly meetings.

At the first autumn meeting Professor Alan F. Klein was invited to talk on the subject, "Is there a common philosophy for all recreation workers"? In his address Prof. Klein reviewed the objectives of recreation as listed in Butler's book *Community Recreation*, which is used as a text in most health and physical education courses. Using these objectives as the common ground of agreement on principles acceptable to public recreationalists, group workers and physical educationalists, Prof. Klein was able to show that all leisure time workers are working with people and attempting to reach similar goals.

He also pointed out that all good recreation "must provide happiness and be engaged in through free choice. It must provide satisfaction through security, recognition, achievement, adventure and creativeness. It must have values, aesthetic, physical, civic and social, moral and ethic. It must be conducive to sound health, physical and mental. It must not be damagingly competitive. It must allow for individual imagination and initiative and help people to think. It must be training for living". Prof. Klein pointed out some of the barriers to realizing

that this common denominator exists. One of these, he suggested, was the jargon terminology loosely used by group workers to the confusion of other recreation workers.

This meeting was successful because it started recreation workers thinking, and stressed the areas of agreement rather than disagreement.

The next step was for the Assembly to meet again and divide into five small discussion groups of about ten people each. The executive took care to see that no single group was over-balanced with a predominance of any one kind of recreation worker.

These groups asked themselves three questions: What are we as recreation leaders trying to do? How are we trying to do it? and How can we work effectively together?

The composite answers to these questions given by a group of recreation workers which included the widest possible representation (from arts and crafts specialists to industrial recreation leaders in a large department store) now stands as a single statement for Toronto recreation workers.

What is their statement? In answer to the first question, "What are we trying to do"? their composite answer is summarized as follows: The chief objective of recreation workers is "the satisfaction of the individual as a social being and as a citizen, the fulfilment of human needs and the realization of potential through the constructive use of leisure time".

In answer to "How are we trying to do this?" they listed the various methods commonly used, which were divided into three categories, administrative methods, group methods and leadership methods.

(1) *Administrative Methods*

- (a) *Public Relations.* Publicity and interpretation as a method leading to community contacts, individual involvement and co-operation.
- (b) *Physical Setting.* The atmosphere within the recreation centre is part of method so that the individual feels free to express himself.

(2) *Group Methods*

- (a) *Physical activity groups.* Sports, athletics, active games and physical activities used to "encourage physical health development, team work, fair play and co-operation".
- (b) *Interest groups.* Method using activity-centred groups to develop skills, express talents and "satisfy the urge to be creative".
- (c) *Club groups.* Method using clubs of friends to develop responsibility, co-operation, participation and meet individual needs to adjust to one another.
- (d) *Mass Recreation.* Method used to develop social skills such as dancing and personal relationships around boy-girl adjustments.

(3) *Leadership Methods*

- (a) *Teaching methods.* Instruction as a method of teaching new skills and activities.
- (b) *Democratic method.* Democratic participation as a method leading to self-government, personal independence and consideration of others.
- (c) *Mental Hygiene method.* This approach used to satisfy normal desires for affection, recognition of one's own worth, feeling of belonging and acceptance.

In answer to the final question, "How can we work together effectively"? the groups offered several suggestions. These included sharing of facilities and staffs as well as program ideas and techniques.

In addition it was felt by one group that a study should be made of the total community to ascertain which recreation jobs need to be done, and which agencies, public or private, should do any particular job. Another suggestion was that recreation workers should co-operate and participate jointly in the available organizations concerned with recreation. Finally, they thought unified University courses,* with a specialization in recreation, would be desirable and help avoid future misunderstandings.

*The University of Toronto School of Social Work has a new course in Community Recreation for graduates with the degree of Bachelor of Physical and Health Education—Editor.

A subscription to *CANADIAN WELFARE* would be a good Christmas present for many of your friends: every issue will have something to interest them.

V FOR VOLUNTEERS

By ROWLAND HILL, *National Film Board*

WHY volunteers are needed in welfare work and how their help can be best applied is illustrated by a new film released by the National Film Board of Canada.

The idea for the film began two years ago when officials of the Canadian Welfare Council and of the National Film Board discussed the subject. Later the Association of Junior Leagues of America also became interested and agreed to help. The interest of the Junior League gave assurance of widespread distribution for the film and a practical purpose for it in organizing Central Volunteer Bureaux.

Work on the film began this year with the added assistance of the Department of National Health and Welfare. Leslie McFarlane, the N.F.B. director who last year made *A FRIEND AT THE DOOR*, was chosen to direct the new film and before scripting it he spent several months studying the work of the social agencies and of the Central Volunteer Bureaux. He scripted the film in such a way that it might be used both to induce more volunteers to give part time service and also to support the work of Volunteer Bureaux through which volunteers can be placed where they fit best and are needed most.

The film tells the story of a suburban housewife who finds a new purpose and satisfaction in life by helping, once a week, to cope with the problems of her less fortunate neighbors. The film does not presume that everyone is ready and able to participate in welfare work immediately but rather shows that the decision is often quite involved.

Janet Miller, the young housewife played in the film by Sandra Scott of Toronto, was a slow starter. Inveigled into welfare work by a neighbor she soon realizes the satisfaction given by such work and subsequently induces her husband to join her.

Scene during production of V FOR VOLUNTEERS. Here a neighbor pleads with Janet to take her place for the afternoon driving crippled children to the clinic.

(National Film Board Photo)





(National Film Board Photo)

Janet examines a list of people who have volunteered to help with the re-opened youth centre.

Janet's decision to give regular part-time service in welfare work brings her to the Central Volunteer Bureau in her community. At the Bureau the film shows some of the problems encountered in placing volunteers. A Mrs. Shadbolt is introduced so that we can see that all volunteers do not fit into the first job they are sent to. "Poor Mrs. Shadbolt," the placement supervisor says, "I have placed her in three volunteer jobs already and here she is back again to tell the same sad story of people who don't appreciate what she tried to do. I'll have to be very careful next time." Mrs. Shadbolt finally finds her niche when she becomes "caller" for the square dances at the Youth Centre. Janet is of a different type

and through her we see that volunteer service can be well worth while both in terms of assistance given and in her own feeling of usefulness and satisfaction.

Produced in black and white **V FOR VOLUNTEERS** is 20 minutes long and available in 16mm size. Copies of the film have already been distributed to the regional office of the National Film Board in each province and may be obtained there for preview by anyone interested. A 16mm print costs approximately \$30 and would make a worthwhile addition to the film library of any community. It would be useful in enlisting more voluntary help for welfare work, for organizing Central Volunteer Bureaux, and for general public information during welfare campaigns.

Besides Miss Scott of Toronto, other players are Murray Westgate of Regina, who plays the part of Janet's husband, and Miss Betty Gillanders of Vancouver. The part of Mrs. Shadbolt is played by a non-professional, Miss Luella Barrigar, an Ottawa Normal School teacher. The sets of the film were designed and built by Arthur Price of Ottawa, but many actual locations were also used. These include the Ottawa Boys Club, the Children's Ward of the Ottawa Civic Hospital, and a parish hall. The film was photographed by Walter Sutton and the music composed by Robert Fleming.

Public Relations for Chests and Councils

By DAVID CRAWLEY, *Canadian Welfare Council*

OUR aim in community chest and council public relations is to create an understanding public, favorably disposed towards the orderly and planned growth of needed and efficient social services. Under such conditions, the particular organization for which we work or in which we are interested will prosper—as will the whole community and social welfare generally.

We are hampered, however, by a number of misconceptions, misunderstandings, and negative attitudes that are held by both the public and by ourselves. Combating these myths is perhaps our grand strategy; it is our aim to replace them with understanding, constructive attitudes.

Among the myths believed in by the public, we find such things as these:

- There is the belief that welfare programs encourage dependency; that they foster idleness, shiftlessness and indolence.
 - There is the belief that social workers are prying busybodies.
 - There is the belief that people who need social services are somehow inferior and incompetent.
 - There is the notion that no red-blooded Canadian needs community aid of any kind.
- The list of these myths seems almost endless. People still think that the main job of social services is direct relief, the giving of cash, food, clothing, to the needy. Many still think that social workers desire to pay social service benefits to anyone who asks, without question. Others—how naive they are—think that social work salaries are excessive. Some think that social workers should work for nothing.
- As I say, the list of these popular misconceptions seems almost endless—but lest we adopt a superior attitude towards the poor misguided public, let us look at some of the equally fallacious beliefs held by many of us within the social work field:
- Are there not many of us who are as naive as our man in the street in the conviction we hold that people generally are sympathetic towards social welfare programs, and therefore public relations are an unessential frill and luxury in social welfare?
 - Are we wise to assume that just because people contribute to our community chest campaign they are automatically friends who understand what we are trying to do and will stick with us through both depression and prosperity?
 - Do not all too many of us fall into the error of seeing publicity as either black or white, as either

completely bad as far as social work and social welfare is concerned, or as automatically helpful and good, no matter what its quality, as long as our name is mentioned?

—Do not some of our co-workers believe that the public cannot possibly be expected to understand the complexity of principle and practice in modern social work?

—Is there not an all too frequent assumption running through our social agencies that the truth is sometimes best hidden in favour of over-simplified half truths?

How can we do a good job of public relations in the face of all these difficulties? May I just list five points that seem to me to be essentials and prerequisites to good public relations, factors that will contribute greatly, I believe, to an effective public relations program.

Good service. No discussion of public relations in any field is complete before this fact is brought out clearly and emphatically. Good public relations depends on a good program, on good service. We cannot expect public relations to cover up for a weak organization. Our social agencies must be progressive and efficient, flexible enough to change with the times. Our community chests should be real federations of all the social agencies willing to take part in joint fund raising and budgeting. Our welfare councils and councils of social agencies should be truly "community" in outlook and makeup.

We must never forget that

service, the actual work we do, as discussed by our friends and employees, our members and clients, is the most effective selling aid we have.

Selling points. Our social work organizations must emulate the commercial enterprises of this country in their planning of good public relations and publicity—they must establish their strong selling points and build on these. They must be aggressive and positive in their approach to the public. Let's boast about the training of our social workers, boast about the skilled techniques at our disposal, consider ourselves a profession in our own right. Our community chests should not be down-hearted about what appears to be a fairly widespread attitude of criticism about the number of charitable campaigns; rather, they should shout from the housetops that they are not just one appeal among many, but are *the* federated appeal.

We in social work and social welfare have much to offer. We have vital, vivid beliefs of our own that will win support if properly presented to the public. We can offer something that makes sense in this confused world. Our belief that everybody is different, that everybody has capabilities and potentialities and has a right to use them, surely makes sense. We believe that people make mistakes through ignorance, or when under pressure; and we believe in forgive and forget. We seek adjustment rather than repression, understanding instead of blind obedience. We

believe in the inexhaustible supply of warmth and love that can surmount the crushing impact of occasional tragedy. We believe in people, individual people, and we think they are more important than things, or bookkeeping, or administrative simplicity.

These are our selling points—ones that seem to me to be just as good bricks for building good public relations as “the big economy package”, or “it does everything”.

It's not wise, however, to be carried away. So let us look at what seem to me to be two traps into which it is all too easy to fall. First, there is the emotional appeal, rather than the factual. Social welfare public relations and publicity has long been inundated with the sentimental, with photographs of poor old people and distressed children. Our written copy often seems like a holdover from the day of the tabloid “sob-sister”. I am fully aware that we are dealing with powerful human emotions in social work and I believe we should make good use of them—but I am afraid that often the social work process, the basic social work principles and attitudes, are completely forgotten in a dramatic attempt to present material full of “human interest”.

The second trap could be labelled “slogans unrelated to fact”. Slogans and symbols are handy things. It is not too difficult to build up quite a cluster of emotions around them. They lend themselves to handsome and effective layout on the printed

page. Given the full treatment on the air, with throbbing-voiced announcers and a full symphonic background they are practically irresistible. But sometimes in our quieter moments we must check to make sure they are not open to misinterpretation and that people associate with them the ideas we think they do.

Research and public opinion polls. How do we know? How do we know what the Red Feather means to people, either as a symbol or a phrase? Is it sufficiently well known to warrant us referring to Red Feather appeals, with no mention of community chests? How favourably does one campaign poster compare with another? Do we really know what people think about charitable appeals, and who thinks it, and where they live, and why they feel this way?

It seems to me that there is all too little scientific social research in our particular field. There are too few test experiments, practically no controlled projects. Perhaps we do not make enough use of the so-called Gallup Poll. We could do more polling on our own, with our own questionnaires.

Better use of community resources. Now this may seem like a minor point, but when the administration and carrying out of a good public relations program is loaded on to the already overburdened staffs of our welfare agencies the elements of time and energy loom overwhelmingly large.

It is therefore efficient for those engaged in community chest and council public relations to make the best possible use of materials available nationally, internationally, and from other organizations nearby.

Good internal public relations organization. No matter what are our feelings and desires regarding public relations and publicity, we can never do a good job unless we are organized for the purpose. We need a committee or staff member with responsibility for public relations. We must have an acceptance within the organization that public relations has a place in planning from the very top level of policy right down. We must have realization that public relations enters even into the answering of the telephone.

Perhaps most fundamental of all, our executives must accept public relations as a part of planning, not as an arm of the organization with the purpose of selling plans already made.

I would just like to stress one further point about our internal public relations organization. Sometimes as professional social workers we may be prone to undervalue the opinion and advice of public relations people, especially when it conflicts with our professional beliefs. This is unfortunate, for public relations now has a body of knowledge, a set of operating principles, which make its findings as valid and relevant as those of any other profession.

In conclusion, let us assume we have been successful in our public relations—how much farther ahead would we be? What public attitudes would then prevail?

Firstly, people, or at least *more* people, would recognize that certain basic social services are needed in good times or bad; that they are part of modern industrial life; and that they cost money, but return lives.

Next there would be a greater understanding of the importance of quality. More people would know that the mere handing out of money isn't enough, that some services must be intensive, prolonged, and highly individualized. People would call for a social worker in some situations just as they call for a doctor, not a plumber, in others. And again, there would be a new regard for social work as a profession.

Equally miraculous changes would have taken place in our own organizations, once the old myths were swept away. There would be no more frustrated public relations people. Executives would quote when asked, files would open (with suitable safeguards, of course) on the request of reputable writers, more meetings would be "on the record".

We would have a desire for information by the public on one hand, and a willingness to give it on the other. We would have a state of two-way understanding—and that, I think, is our goal in public relations.

Northland's Mr. Fix-it

By C. J. McCONECHY,
The Herald, Prince Albert, Saskatchewan

A TRAPPER'S 'teenage son, accidentally wounded, needs immediate transport for medical care

An aged and blind Métis woman, living in an isolated cabin wants a pension

A home has to be found for a child deserted in a bushland settlement

Birth registration has to be tracked down to prove an old-time Northerner is eligible for old age pension

Varied are the calls made upon a welfare officer in Saskatchewan's Northland. And as "Mr. Fix-It" for the top half of the province, George Burgess—only provincial welfare officer in Saskatchewan's North—really "gets around." Last year, he travelled nearly 28,000 miles to make 1,616 visits.

"We are attempting to bring the people of the north all the benefits the southerners now receive," Mr. Burgess states. The standard of living of the people in the province's hinterland is gradually being raised. As signs of civilization's conquest, an increasing number of washing machines and other modern household facilities are seen in the outlying communities where they were unknown four years ago.

The Métis, who make up by far the greater portion of the 10,000 population, are becoming more

conscious every day of the benefits of welfare services. "When we first began going into the North they couldn't understand what we were up to; now whatever problem they have, it's the 'government man' or 'welfare man' who they seek to 'fix it'," Mr. Burgess says.

Mr. Burgess' department's largest job in the North now is care of children. Proper food, clothing, schooling and home care of youngsters is the main charge of the welfare officer. In past, deserted or uncared-for boys and girls in the remote settlements have been taken under the wing of older women of the communities.

Now the welfare officer is called on for advice and possible assistance in these cases. Royal Canadian Mounted Police, missionaries and schools are usually able to give a helping hand. The education department and district nurses also work closely with the welfare department in the Northland.

Another important aid in welfare work in the regions beyond the fringe of settlement is the widespread network of radio communication which blankets Northern Saskatchewan. From his headquarters in the government building in Prince Albert, Mr. Fix-It can talk with R.C.M.P. officers and government natural resources field officers stationed at settlements as far north as the border of the North

West Territories. With the outpost investigations carried out by these men, Mr. Burgess can decide whether or not he needs to make a special trip or can handle the reported situation on a routine visit.

As a rule, Mr. Burgess tries to visit most of the 43 communities on his Northland beat once a month. But the weatherman is not always co-operative. Early last winter, he was bogged down in soft snow drifts along a forest trail. "We were three days going less than 100 miles. Four trucks were snow-bound on us. We finally came upon a trapper's cabin after being without food or sleep for 24 hours. Finally a snowmobile came to our rescue," he recalls.

"You never can tell what's coming up," states the much-travelled welfare officer. Whatever mode of transport he uses—and there is a wide variety—he always carries his sleeping bag and emergency rations on his Northland jaunts.

In 1950, Mr. Burgess travelled 18,585 miles by car, another 11,630 miles by canoe, truck, snowmobile and dog team, 2,400 miles by train and 5,220 miles by aircraft.

Addresses do not always pinpoint a northern residence very closely—Mr. Fix-It will vouch for that!

He recalls a visit made to an old blind Métis woman who was seeking a blind pension. Her address was given as Ile à la Crosse. Mr. Burgess found that she lived some 60 miles across the lake-studded forest from the settlement. Along

with an Indian guide, he travelled from morning to late evening across seven lakes and over six portages in a canoe to reach her cabin.

"The old people are very grateful for old age pensions and other pension benefits," Mr. Burgess states. And most of them have less difficulty qualifying than the aged in other sections of the province. For despite the fact that the country is only now being opened, church missions have been established for more than 100 years and the early church workers were careful to register births and baptisms in their districts.

Missions were started at Cumberland House before 1850 and records have been kept for some 80 years. There is a check of births dating back to the 1870's at the La Ronge settlement. Then, as well, North West Mounted Police and R.C.M.P. have kept close census tabs on the northerners.

It took Mr. Burgess' department nearly a year to track down birth records of one old-timer who had been born on Saskatchewan River steamer "Northcote" as it plied from Cumberland House. Registration was finally located at Cumberland House mission where the birth had been recorded by the skipper of the steamer. Date of birth was 1875.

Although quite a detective feat, the case was but one in hundreds being handled by the "fix-it-up" welfare department as it moves to bring benefits to the people of Saskatchewan's New North.

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TRAINING ON THE JOB

EVERY employer who wants his company to obtain the most effective service from its employees is concerned about the ways in which he can teach and stimulate them to contribute their best to his undertaking. He is interested in providing good service; he is also interested in offering a challenging opportunity to employees who wish to improve their skill. Wherever skill and knowledge are need there is, at least theoretically, no limit to learning.

This statement is more than theory in regard to social welfare. Where the field of knowledge is always increasing, where service depends fundamentally both upon the skill of the social worker and upon the newest typist's understanding of the work and philosophy of the organization, where the administration in many cases is entering new areas and continually testing itself as the instrument through which service to people is given,—there can be no question of a limit to learning. Any private agency or public department which is aiming at service of a high quality recognizes that service is only as good as its staff, its whole staff. Just as a business takes a new graduate from a commercial course or a person with extensive

business experience elsewhere and trains him to be a competent worker within the structure of its own organization, so the social agency must take the new employee and train him to use his full capacities within its organization. The agency knows that this is necessary if it is going to render the best service to the community. A wise applicant for employment looks for this when he is making a decision about joining the staff.

The Personnel Committee of the Canadian Welfare Council is preparing a series of pamphlets on the subject of staff development. The first pamphlet, *A Program of Staff Development*,* outlines principles and methods. It was prepared by a committee under the chairmanship of Miss Lillian Thomson, National YWCA, and drafted by Miss Phyllis Haslam of the same organization. Pamphlet No. 2, *Staff Meetings*, is being prepared with the assistance of Mrs. March Dickins, Children's Aid and Infants' Homes of Toronto, and the next one, *Orientation*, by Miss Margaret Douglas, Toronto Department of Public Welfare. In each case the material is being submitted to consultants to ensure that it is applicable to different types of agencies; the final document will be the responsibility of the committee.

*A PROGRAM OF STAFF DEVELOPMENT. No. 1 of a series of pamphlets on Staff Development. Canadian Welfare Council, 245 Cooper Street, Ottawa. Price 25 cents. Quantity prices on request.

The information about existing staff development programs which many agencies have contributed, in their answers to a questionnaire, is proving very valuable in this work.

Through this undertaking, the Personnel Committee hopes to provide a series of pamphlets which will interpret this part of agency administration to board members, budgetary officials and others, and which will also provide practical suggestions to staff members.

Every agency has a responsibility for the development of its staff which it cannot afford to ignore, and for which the previous training and experience of its employees is no substitute. The primary aim is a better quality of service to the community, through the most effective use of the staff which the

agency has. By-products are the calibre of the staff which the agency attracts, the loyalty and morale which is fostered, and the contribution which keen, participating employees can make through their greater understanding of the agency in their discussions of its problems.

How many agencies have estimated the actual cost of a staff meeting, of conference attendance, or of supervision? Staff development involves an expenditure of time, money and leadership: the Personnel Committee is of the opinion that such expenditure is essential; its pamphlets are designed to provide assistance to those who wish to ensure that value is received.

E.S.L.G.

THE RED FEATHER DISCOVERS LATITUDES IN PLATITUDES

“WELCOME back to work!” I greeted the Red Feather. “And how did you like the regional conference?”

“Before I answer that, let me ask you one,” said the RF. “Confidentially, what is a platitude?”

“Oh, it’s a flat, dull, insipid sort of statement that you’re sick of hearing.”

“But is it a *true* statement?” The Red Feather was very earnest.

“Sure it’s true. That’s why people are sick of hearing it.”

“In that case,” said the RF, “I can now answer your question. The

regional conference was loaded with truth.”

I frowned. “You mean you didn’t like it?”

“Oh, don’t get me wrong,” said the RF quickly, “I dote on the truth. But I did seem to notice that what was a brand new truth to some delegates, was a hoary old platitude to others.”

“For instance?”

“Well, in a session on the national emergency the first speaker said ‘What we need is a rededication to spiritual values.’ A Chest chap on my right muttered ‘Platitudes, just

platitudes!' But a group worker on my left whispered, all starry-eyed, 'Isn't she *wonderful*!' Then the second speaker said 'What we need is more federation.' The Chest man whispered 'That's the truth!' But the group worker sniffed 'That old stuff!' So I guess what's one man's platter is another man's platitude."

"Attitudes affect platitudes," I observed.

"They sure do. Take the session on labor participation. It got all worked up about how can we get this strange bird called 'labor' serving on more boards and committees. Should we try to snare labor people through the union business agents? Or just take 'em out to lunch? And what would they do with their horns and tails if, say, they sat on budget committees?"

I smiled. "And what was the answer?"

"The answer was that you get labor people participating just like you get bankers or housewives: show 'em they're needed and wanted, give 'em a job to do and expect 'em to do it. Well, this seemed like a brand new idea to some people. But I sure felt sorry for the labor guys present."

"Sorry? Why?"

"So platitudinous," sighed the RF. "They must have known all along that labor people didn't have horns and tails."

"What other platitudes did you dig up?"

"Well, there were quite a few flying around the session on Chest, Council and Agency Public Rela-

tions. But they didn't seem to hit everybody the same way. I parked between a Girl Scout and a YWCA gal, with a Chest PR man across the table. 'Chests are nothing without the agencies,' said the speaker. 'Yippie!' beamed the ladies. 'Platitude!' grunted the PR man. 'Agencies should identify themselves with the Chest,' said the speaker. 'Yippie!' cried the PR man. 'Platitude!' snorted the ladies."

"Well, the speaker spoke the truth both times," I pointed out.

"Sure, sure," agreed the RF, "but about that time I decided to take Chest-Agency relations out of the realm of truth and put it into statistics. So I wrote down some statistical advice and slipped it to the ladies, to guide them in their future Chest relations. Want to hear it?"

And whether I did or not, this was it:

To the Ladies of the Chest
Statistics show, and that's no fib,
That Eve was made from Adam's rib,
And women since, by trial and test,
Must seek support from some man's Chest,
As statisticians long have known,
A Chest is just a wall of bone,
All strongly built, and bound with hide,
To guard the treasures placed inside.
According to statistics' chart,
A healthy Chest must have a heart,
While healthy hearts will beat their best
When safely shielded by a Chest.
Statistics show, and that's no fib,
That Eve was made from Adam's rib,
And even now Eve does her best
When cuddled close to Adam's Chest.

"Platitude!" I hooted.

"OK — so it must be the truth," said the Red Feather.

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March 1951.

ACROSS CANADA



Parliament Hill By the time this appears in print the Parliament of

Canada will very likely have passed the Old Age Security Act, providing for pensions to everyone over 70 who can prove residence in Canada for 20 years. Registration is already going forward, and at the end of September more than 228,000 applications had been received, out of an expected total of 400,000. By provinces the registration figures were as follows. Newfoundland 1,300; Prince Edward Island 2,400; Nova Scotia 10,000; New Brunswick 5,700; Quebec 49,600; Ontario 94,600; Manitoba 12,900; Saskatchewan 12,700; Alberta 12,300; British Columbia 27,400.

Besides birth certificates, there are numerous other types of evidence of age that will be considered. If the applicant cannot get any one of the several types of evidence indicated on the application form, the application should be completed in any case and sent to the regional director of old age security, who will advise the applicant regarding types of evidence that he may be able to get.

In addition to the 400,000 who are expected to apply for old age pensions for the first time, there are about 315,000 now receiving old age pensions under the old acts who do not need to apply, but are automatically transferred to old age security pensions next January.

Provincial Old Age and Blind Legislation

At the time of writing, only one province, Ontario, has passed acts to take advantage of the federal old age and blind legislation, but it is expected that all

the provinces will do so in the fall sessions of their legislatures. We hope to summarize the provincial legislation in an early issue, giving the details of provision for medical care, etc.

Penitentiary Officers' Training Program

Since February 8, 1948, officers from the seven federal penitentiaries have been coming to Ottawa to attend a central training school. Courses have been provided for custodial officers, clerical, administrative and professional staff.

Regular courses are of six weeks' duration. Other shorter courses and conferences, usually lasting for ten days, have been provided for senior members of the staff. In addition to these courses and conferences there have also been held two conferences of penitentiary wardens, June, 1949 and June, 1951.

Exclusive of the Wardens' Conferences, a total of 469 officers of all branches of the service have been in attendance at courses or conferences, of whom 455 are still in the service.

During the past winter and spring special conferences were held for Classification Officers, School-teachers, Chaplains, Executive Secretaries, Accountants and Storekeepers. These conferences were devoted to a study of the special duties of the officers in charge of these various departments.

Two special courses have been held, each of six weeks' duration, for Instructors in the industrial shops and short conferences have also been provided for Vocational Training Officers, Plant Engineers and Chief Trade Instructors.

The purpose of all these conferences has been to provide officers in the service with a more adequate understanding of the methods employed in a modern correctional programme and in the case of specialized staff, to provide an opportunity for the discussion of specific problems in particular departments.

At the recent Wardens' Conference the value of the central training program was enthusiastically endorsed. In the autumn of 1951 the programme will be transferred to Kingston where a commodious residence has been acquired and is being adapted for use as a permanent Penitentiary Staff Training College. This will provide a continuing opportunity for giving officers practical instruction in the two institutions located at Kingston. It is the logical centre for a penitentiary training program.

The program is under the direction of Deputy Commissioner Joseph McCulley and Supervisor of Training W. F. Johnstone. Lectures have been provided by other members of the Headquarters' staff, university professors and members of the instructional staff of the R.C.M.P.

Fellowships for Community Planners

Central Mortgage and Housing Corporation announced last June that it would award nine fellowships of the value of \$1,200 each to graduates of recognized universities in the social sciences, architecture or civil engineering, to aid them in receiving advanced education which would enable them to enter community planning and related fields either in a professional capacity or in the public service. These fellowships have now all been awarded, and the recipients will study at McGill, Toronto, Manitoba or British Columbia. The committee of award is headed by John A. Russell,

director of the School of Architecture, University of Manitoba, and includes Eric W. Thrift, director of the Metropolitan Planning Commission, Winnipeg, and Humphrey Carver, chairman of the Research Committee, Central Mortgage and Housing Corporation, Ottawa.

Health Grants

In 1950-51 the professional training grant was used to assist 53 psychiatric social workers and 27 other social workers in getting further training. The total number of persons who obtained special training in some phase of public health work last year, with assistance from this grant, was 2,015.

There have been a number of changes in the health grants program. In future, without exceeding its total allocations, a province will be allowed under certain circumstances to use the unexpended funds of one of its federal health grants to supplement another that has been fully expended. New regulations will make the general public health grant cover a greater variety of general health services. Grants are being made available for the construction of nurses' residences on the basis of \$500 for each bed, in the case of residences on which actual work was begun after March 31, 1951.

Federal grants on the basis of \$1,000 for each 300 square feet will be available for the establishment of combined laboratories in hospitals, to provide not only diagnostic services for patients but also public health laboratory services, in order to co-ordinate in one place all the laboratory facilities of a community and thus avoid costly duplication of equipment and staff.

The definition of the term "Community Health Centre" has been extended to include out-patient departments of hospitals, so that federal

grants of up to \$1,000 for each 300 square feet can be made to defray part of their costs of construction, if construction was begun after March 31, 1951. If construction was begun before this date, the grant will be made on the basis of \$1,000 for each 500 square feet.

N.B. Association of Children's Aid Societies

The New Brunswick Association of Children's Aid Societies met in Campbellton from September 11 to 13. Among the speakers were Miss Phyllis Burns of the Canadian Welfare Council, Brigadier Ernest Anderson, Director of Old Age Pensions and Mothers' Allowances for New Brunswick, and Magistrate J. T. Troy of Campbellton. Mrs. Dorothy Bishop of Sackville presided. Magistrate Troy succeeds Dr. E. A. Westrup of St. John as president.

Municipal-Provincial Relations in Ontario

During the summer the Ontario government announced the appointment of a nine-member committee to study problems of municipal finance responsibility and administration. Mr. Harold J. Chater, provincial statistician, is its chairman. The committee will include in its study the financing of welfare services as between province and municipalities.

Ontario Conference

The "Conservation of Human Resources" was the concern of the 260 delegates to the third Ontario Conference on Social Welfare held on September 13th to 15th, in Toronto. The Conference was organized and sponsored by the Community Welfare Council of Ontario, under the direction of Dr. Walter A. Riddell, President, and Mr. John Blow, Executive Secretary. The Conference brought together groups in allied fields, organized for the purpose of conserving a variety

of human resources, with a definite focus on emotional and nutritional health. Sessions on problems and plans respecting mental health, housing, recreation for older people, institutional resources for unmarried mothers and children, rehabilitation of the handicapped, nutrition in the community, home, school and institution, offered food for thought prepared and delivered by outstanding chefs. The diet was rich. It also included the basic elements of public assistance, the place of parole in our penal system, and plans for civil defence in Ontario.

Membership in American Association of Schools of Social Work

The Section de Service Social, University of Montreal, has been made a member of the American Association of Schools of Social Work. Five of the eight Canadian schools are now members: McGill, Montreal, Toronto, British Columbia and Manitoba.

Local News

The **John Howard Society, Halifax**, whose establishment on a part-time basis was announced in our columns in December last, is now working on a full-time basis. Its new headquarters is in the Carpenters' Hall Building and **John Arnott** is executive secretary. The Nova Scotia Barristers' Society has set up a **Legal Aid Committee** and free "clinics" are held at the County Law Courts Building, Halifax. This committee is working in close cooperation with the local welfare agencies.

A special **minor disasters committee** has been set up in Vancouver, sponsored by the Community Chests and Council and comprised of representatives of the Red Cross, Salvation Army, Family Welfare Bureau and

Community Chest and Council. Agreement has been reached among these organizations that the committee will meet immediately after any minor disaster, plans will be worked out and responsibility placed for the rehabilitation of any family or families that may be victims. Police and fire authorities are to be provided with the names of various district officials of the Salvation Army who are taking on-the-spot responsibility for the welfare and comfort of any people involved. The Minor Disaster Committee will then accept responsibility for long-range rehabilitation.

The Council of Social Agencies, Montreal, has published a **new directory of social agencies in Montreal**. This may be obtained at the office, 445 St. Francis-Xavier St., Montreal. One of the largest children's hospitals in the country, **Ste-Justine Hospital**, has just begun a campaign to raise

\$10,800,000 for its work. Mr. Gerald C. Ryan is campaign manager.

Children's Aid and Foster Home Centre is the name of the organization that has emerged from the consolidation in Montreal of the Children's Aid Society and Protestant Foster Home Centre. The executive director is Mrs. **Muriel B. McCrea**.

The Hamilton Council of Social Agencies has begun **classes for expectant fathers**, in the fall series of Practical Classes for Mothers-to-be. The last series of classes is to be held in the evening, and both expectant parents are invited. An address from a physician is given, as well as a practical demonstration of care of the new baby by the nurse-instructor.

During the summer a **new adoption society** was organized in Joliette, Quebec, with Father Victor Chaumont as director.

ABOUT



PEOPLE

Hazeldine Bishop, formerly executive director of the Edmonton Council of Community Services became assistant executive director of the Community Chest and Welfare Association, London, Ontario, on October 15. She will have primary responsibility for the Council and Community Planning Department.

Les Vipond has been appointed personnel secretary of the National Council, YMCA, replacing Murray Ross, who has joined the staff of the Toronto School of Social Work.

Miss Isobel Harvey died on September 10th, after a short, acute illness. Well known to Canadian and American social workers, her loss will be keenly felt by those who, like her, contributed so much to the early development of the profession of social work in Canada. For many years Miss Harvey was Superintendent of Child Welfare in British Columbia, in 1944 leaving that post to become Research Consultant in B.C.'s newly formed Social Welfare Branch. Throughout her long service

in public welfare, Miss Harvey's keen mind and broad sympathies strongly influenced the sound growth of child welfare practice in B.C., and it will be for her services to children that she will long be remembered.

Mary Lugsdin, M.S.W. (Toronto) became general secretary of the Big Sisters in Toronto this summer.

Helene Snedden, for thirteen years superintendent of the Victorian Order of Nurses in Hamilton, resigned to be married on October 6 to Dr. H. E. Appleyard of Cleveland, formerly of Hamilton.

Wilma Stanley, a recent graduate of the Toronto School of Social Work became director of The Haven, Toronto, on September 17. The Haven is an institution for the care of mentally deficient girls who have reached the age of employment.

Mel T. Chater, for the past five years associate general secretary of the Toronto YMCA, became executive secretary of the San Pedro Branch of the Los Angeles YMCA on October 1 . . . **William Nicholls**, formerly on the staff of the Brantford YMCA and for the past two years a graduate student at Springfield College in group work and community organization, became executive secretary of the Lakeshore Branch, Toronto YMCA on September 1.

John N. Haddad, M.S.W. (Toronto) started his work as director of St. Faith's Lodge, Toronto, on September 15. At present St. Faith's is looking for a suitable building in which to carry on its work for emotionally disturbed adolescent girls. When the building is found, Mrs. Haddad will join the staff as house-mother and hostess.

Alice Newbury, a diploma graduate of the Toronto School of Social Work who is now completing work

for her Master's degree, has joined the staff of the Family Service Bureau, London, Ontario. **Sharlee McClelland**, M.S.W. (Wayne University) has also joined the staff.

Sister M. Crescentia, who has been executive director of the Catholic Welfare Society of Regina for the past twelve years, has gone to Sydney, N.S., as executive director of the Catholic Charities and Welfare Association in that city. **Sister M. Brenda**, formerly a caseworker on the staff of the Catholic Welfare Society, Regina, has joined Sister M. Crescentia in Sydney.

Sister Thomas Marie, M.S.W., formerly executive director of the Catholic Charities and Welfare Association, Sydney, has become executive director of the Catholic Welfare Society of Regina, and has as her assistant **Sister M. Eugène** formerly on the staff of the Catholic Welfare Association, Dominion, N.S.

Mrs. Shirley Anderson, formerly with the Saskatchewan Department of Social Welfare and Rehabilitation has replaced **Mrs. David Moore** (formerly Audrey Muir) on the staff of the Regina Welfare Bureau. Mrs. Moore is now with the Family Welfare Association, Montreal. **Mae Bintner** formerly on the staff of the Children's Aid Society of Central Manitoba, has also joined the staff of the Regina Welfare Bureau.

Recent appointments to the staff of the Regina Regional Office, Saskatchewan Department of Social Welfare and Rehabilitation, include the following: **John A. Crane**, M.S.W., regional administrator; **W. Henry Rogers**, B.S.W., senior casework supervisor; **Enid Thompson**, B.S.W., and **G. Singleton**, M.S.W., junior casework supervisors.

Alison McBain, a graduate of the

Dunfermline College of Hygiene and Physical Education, Scotland, has joined the staff of the Regina YWCA as director of health education, and **Ken Spence** has replaced **Walter Harris** as boys work secretary of the Regina YMCA. Mr. Harris is now general secretary of the YMCA, Lethbridge.

Mrs. George Murray (Isabel Haig), a graduate of the Manitoba School of Social Work, has been appointed to the staff of the Kitchener-Waterloo Family Service Bureau. She was a personal counsellor at the Toronto YWCA for three years before going to Kitchener.

Dr. E. P. Brison, Psychiatrist of the Department of Public Welfare for Nova Scotia, a pioneer in the promotion of better care for retarded children, retired from the public service on August 31, 1951.

Miss K. McGillivray has been appointed Supervisor of Welfare Services for the Antigonish, Pictou and Guysborough district of the Nova Scotia Department of Public Welfare, replacing **Mr. W. A. MacDonald** who resigned to become supervisor of the Social Service Division in the Department of Veterans Affairs at St. John, New Brunswick. **Mr. Maurice Saulnier** has been appointed supervisor of the Digby, Yarmouth and Annapolis district, in the place of **W. T. McGrath**, now on the staff of the Canadian Welfare Council.

Lillian Romkey, after a year's post graduate study at the School of Social Work, Toronto, has taken up her duties again as assistant superintendent of the Nova Scotia Training School.

Cyril Bugden has been appointed psychologist for the Nova Scotia Department of Public Welfare and

took up his new duties September 4.

Elizabeth Nielsen, who received her social work training in Denmark and England, has left her post as superintendent of Friends' House, Toronto, to become executive director of Brandon YWCA.

Rev. William G. Berry took up his duties as new associate secretary of the Board of Evangelism and Social Service for the United Church of Canada in July. For the past four years he has served the Board in western Canada.

Murdoch Keith, formerly with the Neighbourhood Workers Association in Toronto, has moved to London to become assistant superintendent and supervisor of the Children's Aid Society.

Miss Lottie Culham has become supervisor of adoptions in the Child Welfare Branch, Department of Social Welfare, Saskatchewan. Her office is 60 Government Insurance Building, Regina.

Maurice Painchaud is the new executive director of Le Service Familial de Québec. He was formerly at the head of the social service section of the Department of Veterans Affairs in Quebec City. **Gertrude Brassard**, district secretary at Le Service Familial de Québec has been appointed casework supervisor of this agency.

Honourable **Ephrem Filion** has been appointed Chief Justice of the Social Welfare Courts of Quebec, replacing Judge Arthur Laramée who has retired from the bench. **Mr. St.-Georges Morisset** has become a judge of the Social Welfare Court of Montreal.

Father **Paul Groulx** has become assistant director of the Société d'Adoption et de Protection de l'Enfance and Father **Roger Aird** is

assistant director of the Conseil des Oeuvres, both of Montreal.

Brigadier **Miriam Houghton** of the Salvation Army has become Territorial Women's Social Service Secretary, replacing the late Lt. Col. Payton.

Father **J. F. Culnan**, formerly a parish priest in Welland and a trained social worker, is the new director of the Catholic Welfare Bureau, Toronto.

Staff Changes in Schools of Social Work

Miss **Marjorie M. Smith**, Director, School of Social Work, University of British Columbia, has been awarded a fellowship in research under the U.S.A.'s Fulbright Exchange Program. Her research project will be a study in the early history of social work, principally dealing with the effect of continental welfare schemes on the English Poor Law Systems and the later Charity Organization Movement. During her absence Dr. **Leonard Marsh** will be the Acting Director of the School.

Mrs. **Phyllis Robinson** is replacing Mr. George Whiten on the faculty of the British Columbia School of Social Work as teacher in the group work field. Miss **Anne Black**, M.S.W. (McGill) has joined the faculty as medical social work supervisor, and will have charge of the medical social work project under the federal health grants. Mrs. Helen McCrae, M.S.W. (U.B.C.) has become director of field work beginning this fall.

Mr. **Hugh Christie**, on leave of absence from his job as Director of Corrections in Saskatchewan has accepted a specially created teaching post at the University of British Columbia. Besides teaching undergraduate classes in penology and conducting post-graduate seminars in

this subject, he will work closely with Mr. E. G. B. Stevens, B.C.'s Inspector of Gaols in planning and conducting In-Service Training programs for the staffs of the Province's gaols.

Dr. **Harry M. Cassidy**, Director of the School of Social Work, University of Toronto, after being granted leave of absence to accept a position as Resident Representative of the Technical Assistance Board, United Nations, in Burma, has been compelled to withdraw from this appointment for reasons of health, and is on leave of absence for the fall term. Professor **Charles E. Hendry** has been appointed Acting Director during his absence. Mrs. **Josephine Chaisson**, recently director of social service at the Montreal Neurological Institute, has joined the faculty as assistant professor, to direct the medical social work program of the School. Mr. **Jack Amos**, recently chief rehabilitation officer of the Workmen's Compensation Board of Ontario, has joined the faculty as lecturer. This appointment has been made possible by a special grant from the provincial government of Ontario for assisting in the training of personnel for the public welfare services of the province.

Murray Ross, formerly Personnel Secretary of the National Y.M.C.A., and author of *The Y.M.C.A. In Canada* has been appointed special lecturer for the session 1951-52, and will teach community organization and the first year course in administration, besides giving special attention to the work of the Research Committee. Professor **Alan Klein** also of the Toronto School, has been appointed training adviser to Community Programs Branch, Ontario Department of Education.

Roger Marier, former assistant

director of the School of Social Service, Laval University, has left this post to become Professor of Public Welfare at the Schools of Social Work of both McGill and Montreal Universities. **Hayda Denault**, former executive director of Le Service Familial de Quebec, has become full-time professor of casework at the Laval School of Social Service, where she was already associate professor.

Claire Rousseau, formerly on the staff of the Bureau d'Assistance Sociale aux Familles, Montreal, has joined the faculty of the Section de Service Social at the University of Montreal.

The School of Social Welfare at St. Patrick's College is cooperating with the Institute of Psychology of the University of Ottawa, in the development of "clinical team" training facilities at the University Child Guidance Centre. **Miss Ada Green-**

hill, M.S.W., Assistant Professor of Social Casework at the Ottawa School, is in charge of this project which will provide further facilities for the training of psychiatric social workers. **Dr. Victor Szyrinski**, M.D., Ph.D., has been appointed lecturer in psychiatry at the Ottawa School.

Miss Barbara White has been appointed field work supervisor of the Maritime School of Social Work. **Miss Katherine Dunne**, formerly of the Family and Children's Service Society of Binghamton, N.Y., has also joined the staff of this School, and will be responsible for the training of students in the social service department of the Nova Scotia Hospital. **Mrs. Margaret Trost** (nee Armstrong), B.S.W. (McGill), who has been supervising a student unit in the Maritime School, has resigned her position to qualify for the M.S.W. degree in the same school.

WHAT THE COUNCIL IS DOING

An outstanding social welfare film, following and equalling **WHO IS MY NEIGHBOR** and **FRIEND AT THE DOOR**, has just been completed by the National Film Board. It is **V FOR VOLUNTEERS**, produced at the suggestion of the Canadian Welfare Council, with financial backing from the Association of the Junior Leagues of America, New York, and the Department of National Health and Welfare. It is available in 16 and 35 mm and runs for a little over 20 minutes.

Distribution in the United

States is being handled by the Junior League, but Canadian chests and councils are being offered the opportunity to act as major sponsors, working, of course, with the Junior League in the six cities where it has branches.

There's a story on the film elsewhere in this issue but it cannot be said too often that it is a "natural" for every social welfare organization. It is not only a "how-to-do-it" document about the workings of a volunteer bureau but is a fine and inspiring exposition of the value

to the community of volunteer work. Besides all this, it has both plot and humor.

The Canadian Welfare Council and the National Film Board are staging a premiere of the film in Ottawa this month.

Much credit for **V FOR VOLUNTEERS** goes to Florence Bird of Ottawa. As chairman of the Canadian Welfare Council's Film Committee, Mrs. Bird saw the need for such a film and it was her imaginative approach to the project that led to the enthusiastic and large scale support by the Junior Leagues. Mrs. Bird, David Crawley, and other members of the Council staff worked closely with producer Leslie McFarlane throughout.

Another new film in whose production the Council played a major part is **IT'S OUR BABY**. This is shorter than **V FOR VOLUNTEERS**—only about two minutes in length—but it packs tremendous verbal and visual impact into its 200 feet. It was specifically planned as a 35 mm theatre trailer in support of the Red Feather campaigns but is available in 16 mm and should have wide use by community chests at service club meetings, canvasser rallies, annual meetings, and so on. It depicts a wide range of activities by community health, welfare, and recreation services. Jack Anguish of the Council staff and Tom Foley of the NFB deserve credit for this one.

Plans are being made by the Community Chests and Councils Division to form a labor participation committee which would seek to enlarge the co-operation between organized labour and social agencies in the planning and operation of welfare services. The executive committee of the Division is considering an approach to the government for the broadening of sales tax exemptions for social agencies. These are at present applicable only to hospitals and a limited number of agencies of an institutional type.

A number of committees were reappointed by the Executive Committee of the Family Welfare Division at its first meeting of the season, held in Toronto in late September. Among these were: the Committee on Techniques of Recording, Mrs. May Titterington, Vancouver, chairman; the Committee on Practices in Relief Giving, Elinor Barnstead, Montreal, chairman; the Committee on the Role of the Board of Directors in the Social Agency of Today, Stuart M. Philpott, Toronto, chairman (replacing Father John Sweeney, formerly of Toronto, now of Stamford, Ontario). The Executive Committee also decided to create a committee to study the functions of a family agency. The Division is encouraging participation in its activities by public welfare departments and these will shortly be asked to send representatives to its meetings. The kits on marriage

counselling which were prepared by the Division are now available for sale or loan to members.

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The Child Welfare Division has set up a Committee on Adoptions, under the chairmanship of Mrs. C. M. McCrea of Montreal. The Committee expects to study adoption consent forms now in use, the legal status of children during the probationary period in adoption, and adoptions between provinces and across national borders.

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In connection with the autumn Red Feather campaigns, the Community Chests and Councils Division released several items for national use by Canadian newspapers and radio stations. One was a national story on the fall campaigns, giving the aggregate objective (about \$12,750,000) and comparing it with last year (up about 20%). In the release, Carl Reinke, chairman of the Division, cited a number of reasons for the increased objective, saying that "rising costs affect community health, welfare, and recreation services just as they hit the individual". Copies of this release were sent in advance to all chests so that they could get in touch with their papers and add the local angle to the national story. Copies were also sent the editorial writers of daily papers in chest cities with the suggestion that there was material here for an editorial. Many excellent news stories and editorials resulted. Other releases

publicized the use of volunteers in the Red Feather campaigns, the endorsement of the campaigns by the Prime Minister and top labor leaders, and a country-wide radio program in which the campaigns were officially opened by Mr. St. Laurent. Canadian arrangements for this program were handled from Toronto by Len Headley and Jack Dunlop, both of the Division's National Radio Committee.

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A one-day meeting of members of the Council's Community Chests and Councils Division will be held in Brantford, Ontario, at the YMCA, on Wednesday, November 21st. The agenda is being planned particularly for representatives of small and middle-size communities. There will be a session on fund raising, another on welfare planning through a community welfare council, and a luncheon on public relations with Robert A. Willson of Hamilton as speaker.

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About a year ago the Delinquency and Crime Division presented the Minister of Justice, Hon. Stuart Garson, with a brief containing a number of suggested amendments to the criminal code. Last month a further suggestion was made to the Minister, namely, that the code be changed to prevent the questioning of an accused person regarding his previous convictions before he has been found guilty or innocent. Norman Borins, KC, Toronto, Division chairman, signed the submission. At a meet-

ing in Ottawa recently the National Committee decided to create a Committee on the Family Court. It will study the organization of such a court, its legal powers and relations with other community groups. A "how-to-do-it" pamphlet for cities thinking of setting up a family court will likely be one outcome of the Committee's work.

Phyllis Burns, secretary of the Divisions on Child and Family Welfare, is now on an extended trip to the Maritimes, visiting family and children's agencies. . . . Elizabeth Govan, secretary of the Public Welfare Division, led a week-long institute in Regina during October for case work supervisors and administrators of the provincial Department of Social Welfare and Rehabilitation. . . . Henry Stubbins, secretary of the Community Chests and Councils Division, will be in the Maritimes in the early part of this month. Jack Anguish, associate secretary of the Division, returned in the early fall from a field trip to northern Ontario. . . . R. E. G. Davis, executive director of the Council, visited many welfare organizations in western Canada during the summer.

At its September meeting in Ottawa the Council's Board of Governors authorized the purchase of a building site in Ottawa. The

present building is now quite inadequate. . . . The Board also authorized formation of a committee to study health insurance in Canada. This is in anticipation of the Parliamentary Committee on Health Insurance that will be set up at the coming session of Parliament.

The Canadian Welfare Council, the Canadian Medical Association, the Canadian Teachers' Federation, the Canadian Education Association, and the Canadian Federation of Home and School and Parent-Teacher Federation have jointly sent invitations to about 40 national private organizations, to provincial departments of health, welfare, and education, and to the Department of National Health and Welfare to attend a planning meeting for a proposed Canadian Conference on Children. The conference is inspired by the famous White House Conference on Children and Youth but it is proposed to restrict discussion to the needs of children under 12. Its purpose would be to achieve closer relations among people working with or on behalf of children. The planning meeting will likely be held in Ottawa before the end of the year. Phyllis Burns, secretary of the Child Welfare Division, has been active in preparatory discussions.

BOOK



REVIEWS

THE MEANING OF ANXIETY, by Rollo May. Ronald Press, New York, 1950 (Toronto: General Publishing Company). 376 pp. Price \$5.75 (Canada).

When we consider the vast range and the exquisite subtlety of man's emotional experience we are surprised by the small number of basic patterns of response from which this richness is derived. Of these basic responses anxiety has the widest ramifications. And because we know a little more about anxiety than, say, depression or joy or frustration, it is worth while to write a book with anxiety as its central theme.

Mr. May, a psychologist at Columbus University, has reviewed the interpretations of anxiety from several fields. From Kierkegaard (though we should suspect so maladjusted a source) he brings us the notion that anxiety is the measure of the creative stature of man, the just price for man to become himself. From the psychosomatists he draws a picture, (overdrawn by them, to be frank), of the physical accompaniments of anxiety bodying themselves forth in hysterical or organic disease. From the many contemporary writers on cultural factors he emphasizes the anxiety implicit in our very competitive culture, the isolation of men today, and the fact that our assumptions about values are themselves threatened. He rushes us through the writings of some ten psychological authors (from Watson through Freud and Jung to Horney) where we glimpse their theories through their remarks on anxiety. Thus Liddell,

from his work on experimental neuroses in animals, tells us that it is the constant unrelieved state of vigilance in which the animal is kept that makes it become frantic, disordered, and "neurotic", and that "anxiety accompanies intellectual activity as its shadow". Mowrer was able to show that a drive towards activity that reduces anxiety is fundamental in animals, and particularly in learning processes, while behaviour became disorganized and purposeless when the animal was unable to anticipate the consequences of an action, in terms of reward or punishment.

Some of the author's own conclusions may be summarized as follows. Anxiety is a diffuse state of apprehension, vague and even objectless, while fear is a specific and differentiated response to an objective danger. Anxiety is typically cued off by a threat to the basic security of the individual, and neurotic anxiety is fired by intrapsychic conflict. Parental rejection produces an anxious individual when and only when "the rejection was never accepted as an objective fact, but was held in juxtaposition with idealized expectations of the parent." Anxiety is commoner in the middle class than in the working class. "Anxiety and hostility (covert or overt) rise and fall together." And finally, certain neurotic symptoms, or patterns of behaviour, or an impoverishment of the personality, serve to defend the individual from situations which create anxiety.

This valuable theoretical argument is illustrated by some thin and inadequate clinical material. There is a case

treated analytically, probably a schizophrenic, in whom certain phenomena regularly accompanied the rise and fall of anxiety. There are a dozen unmarried expectant mothers, defending themselves, each in her own way, against anxiety. And that is all.

The style, as with so many American writers, is heavy and graceless, and the text is padded out with distracting footnotes. But one must admire the breadth of the author's reading, and value the picture he gives us of anxiety as one of the great determinants of behaviour and character.

ELLIOTT EMANUEL, M.D.,

Montreal.

PROBATION AND RELATED MEASURES. United Nations, Department of Social Affairs, New York, 1951. (Available in Canada from the Ryerson Press, 299 Queen Street West, Toronto.) 407 pp. Price \$3.00.

This is the first of a series of studies in connection with probation and related measures to be undertaken by the United Nations. It is not intended to be a complete survey of probation legislation and practice throughout the world. The scope of the study is confined to (a) a definition of probation and its relationship to related measures, such as recognizance, binding-over, etc.; (b) an analysis of the origin and development of probation; (c) an examination of probation legislation and practice in six selected countries (U.S.A., U.K., New Zealand, Norway, Sweden and The Netherlands); and (d) an analysis of the contents of probation legislation and practice. Recommendations based on the study are to be prepared at a later date and circulated for comment.

Within these limits, the study does a thorough job. The essential features

of probation are fully discussed, and its legal and social significance brought out. The excellent chapters describing the probation systems in the six selected countries may help expand the horizon of Canadians who are inclined to draw only on the United States for experience in probation. We learn that England has a highly developed and co-ordinated system which compares favourably with the more spotty development in the United States. The Norwegian and Danish practice of conditional suspension of prosecution will also prove of interest to Canadian readers.

The section on Canada was apparently prepared before Saskatchewan began its program of penal reform, and is confined largely to discussion of developments in Ontario and British Columbia. The picture is not one of which Canadians can be proud.

It is significant to note the report reaches the conclusion that, "The work of the probation officer is being increasingly recognized as a skilled profession requiring specific technical training." Many of the authorities and documents used as references stress the value of case work techniques to anyone engaged in probation work.

This is an excellent book and is highly recommended to anyone interested in the treatment of the offender.

W.T. McG.

INSIDE THE DAY CARE CENTER, by Alfreda Yeomans & Winifred A. Moore. Child Welfare League of America Inc. New York, 1951. 27 pp. Price 50 cents.

With an increasing awareness of the importance of parent-child relationships, and of the fact that the experiences of the pre-school years set the pattern of a child's personality for

life, Day Care Centres have broadened the concept of their function from that of custodial care to that of nursery education and the strengthening of family life. Recent trends in day care practice reveal that toward this end the professional nursery teacher, social caseworker, doctor, nurse, and psychiatrist have been working together as a staff team, combining their knowledge and skills to enable the child and his family to make full use of the service which the nursery offers. In order to achieve a real integration of their work each member of this professional team must have an appreciative understanding of the function of the other staff members. This pamphlet presents a brief picture of the respective roles of the two full-time members of this team, the caseworker and the nursery teacher.

The caseworker's responsibility is discussed in its three main aspects. The first is the intake study in which she helps the parents "clarify their problem in relation to the nursery's capacity to serve them, and in relation to the other resources from which they may derive help." She then maintains a continuing relationship with parents "in order to relate the care of children to those problems which it was designed to meet." This involves constant two-way interpretation between the teacher and caseworker of the child's special needs. The third aspect is presented as participation with other members of staff and board in the development of policies and practice which ensure the building of a sound day care program.

In the discussion of the role of the nursery teacher, three questions are considered: What basic knowledge does the teacher have to go on? How does she educate the young children in her care? What is her particular place in

the nursery centre where she works with specialists of several professions? It is recognized that she "shares with parents a responsibility for educational guidance of children which involves the very stuff of which personality is made. This is not 'treatment' or 'therapy'. This is education, guidance, leadership, training—whatever you want to call the help that adults give to children by loving them, understanding them, showing them what is expected of them". The nursery teacher becomes "sensitive to individual differences, understanding what children need and how they feel, and most important, how to help them find personal and social satisfactions in the group. She learns to look at the 'whole child', recognizing the hours in the groups as only part of his total living and learning." Her responsibility cannot be carried by untrained or poorly-trained staff for it is the author's conviction (with the full agreement of the other members of her staff team) "that the skill of the teacher is the essential core of the service of any group program However much the skills of nurse and doctor, caseworker and psychiatrist, supplement and enrich the service, it is only through skilled teachers that what we know children need can really reach them."

MARGARET LOVATT,
West End Creche, Toronto.

HOW TO HELP YOUR CHILD IN SCHOOL, by Mary and Laurence K. Frank. The Viking Press, New York, 1950. 337 pp. Price \$3.95.

Mary and Laurence K. Frank have for many years been leaders in the fields of child development, parent guidance, and family living, and so they bring to this subject their professional knowledge. They are also the parents of six children, and this probably helps to account for their warm

and practical approach. The book is much more comprehensive than the title suggests. It is based on several convictions set forth in the first chapter, "Home and School":

—that "families and parents are more important than ever before, their responsibilities are greater, the demands of society heavier" (p. 6),

—that the object of education is not "book learning" alone, but to develop people who have the strength to meet life's situations, come what may,

—that every child needs close co-operation between his parents and his teachers,

—that "a child who feels that his teacher and parents are standing by to help him, not to punish or scold, will be able to meet his school work with greater confidence, and consequently with more success" (p. 2).

One main purpose of the book is to eliminate a good deal of parental anxiety by giving parents an adequate picture of child development from the nursery years to the age of twelve. This is done in an extremely sympathetic, though unsentimental way, and with the constant reminder to learn from one's own children, by watching and listening.

The other main thread in the book is the authors' attempt to show how modern schools are interpreting the teacher's role and building their curricula in accordance with what is known of how children develop, of the variety of ways in which they learn, and of their needs and difficulties at each stage. Thus they reassure parents about modern schools and their methods, giving excellent examples taken from different public schools, and showing how parents, by their attitudes, can help or hinder these new programs.

All schools are not good schools. Many parents will be greatly helped by

the authors' recognition of the problems which schools sometimes create for children. In such a situation, they emphasize that it is more important than ever for parents to give their child a sense of his own unique worth and capacity. There are suggestions as to how to provide for creative activities and good social experiences at home, and how to help him cope with his school difficulties.

On the other hand, the authors recognize that a child's difficulties in school are often due to family stress and strain. His need for emotional security is constantly stressed, and one chapter, "The Family's Role" deals practically with the effects of financial worry, illness, death, divorce, a new baby.

"Family interest for the child should be so sustained that there is always at least one place he won't have to worry about—home. If he is not concerned about his parents' love, if it does not depend on success or marks or promotion or 'good' behaviour, then he will quickly lose his fears about school." (p. 234).

MURIEL DUCKWORTH,
Division of Adult Education, Halifax.

THE INDISCRETIONS OF A MAGISTRATE: Thoughts on the Work of the Juvenile Court, by Basil L. Q. Henriques. George G. Harrap, London, 1950 (Toronto: Clarke, Irwin & Company Limited, 103 St. Clair Avenue West). 192 pp. Price \$2.00.

As the author points out, this is not a text book. Instead it offers the reminiscences and musings of a magistrate of a juvenile court in England. Light and witty, it illustrates well the importance of personality in this type of work.

The chapters dealing with causes and treatment of delinquency are too elementary to interest any but the

uninitiated reader. The main attraction for Canadian readers lies in the description of the working of an English juvenile court. The philosophy is the same as that guiding the Canadian courts but procedures are different in many respects. It is interesting to learn, for example, that the English juvenile court has no power to exclude the press, and as many as ten reporters may attend a hearing.

The personal style may give a more realistic picture of what goes on than a formal presentation, and there is a lot of new information here for anyone not familiar with the English courts.

W.T. McG.

BRIEF NOTICES

VAGRANT CHILDREN. UNESCO, Paris, 1951. 90 pp. (Toronto: Ryerson Press, 299 Queen Street West). This report was prepared by UNESCO as part of its series on Problems in Education and is the result of a conference on child vagrancy which this international organization held in 1949. The report is concerned with the social and educational problems presented by the thousands of European young people who were uprooted from their homes and communities during the war years and gradually drifted into a gang existence. The report's description of the use of modern educational methods and of the gangs themselves to redirect the energies of the young people to more useful and acceptable behaviour will be of interest to all those working with young delinquents.

OUR CHILDREN IN TOMORROW'S WORLD, by S. R. Laycock. Ryerson Press, Toronto, 1951. 44 pp. Price 60 cents. This is a series of talks on the National Network of the Canadian Broadcasting Corporation in co-operation with the Canadian Mental

Health Association, given in the fall of 1950. It discusses what parents should teach their children in view of changes which have taken place in the world in recent years.

METHODS OF SOCIAL WELFARE ADMINISTRATION. United Nations Department of Social Affairs, New York. Publication Sales Number 1950. IV.10, 299 pp. Price \$2.50. (In Canada: Ryerson Press, 299 Queen Street West, Toronto). A concise account of social welfare administration in the chief countries of the world, the result of a study made of "a number of problems and activities in the field of social welfare which should be taken into account in developing a long-term program in this field" (resolution of the UN Economic and Social Council, March 29, 1947).

MEDICAL CARE FOR AMERICANS. ANNALS of the American Academy of Political and Social Science, (3817 Spruce Street, Philadelphia 4). Volume 273, January 1951. 315 pp. Price \$2.00. Each volume of ANNALS is devoted to a particular subject. This one contains 25 articles on medical care, grouped into sections under the headings: Prerequisites for Effective Organization; Methods of Organization; Public Medical Care; Medical Care Insurance; Specialized Programs; Planning for the Future. All the authors are authorities in their fields. At this time when medical care plans are the subject of discussion, not to say controversy, this volume should serve to throw the light of U.S. experience on the matter.

LIVING IN THE LATER YEARS. University Extension, University of Toronto, Toronto, 1951. 77 pp. Price \$2.00. This mimeographed publication contains the text of most of the lec-

tures given in a course entitled "Living in the Later Years" arranged by University Extension, University of Toronto, in co-operation with the Old Age Division of the Welfare Council of Toronto, October 19 to December 14, 1950. The subjects include family life, sheltered workshops and recreation, counselling for employment, income, living arrangements and old age security. A bibliography adds to the value of the volume.

TRAINING FOR SOCIAL WORK, an International Survey. United Nations Department of Social Affairs. 248 pp. Price \$2.00. Toronto: Ryerson Press, 299 Queen Street West. The foreword describes this book as a study whose central purpose is to provide the Social Commission and the Economic and Social Council with a detailed description and analysis of the methods of training in educational institutions that have been evolved by the various countries for the professional preparation of social workers. It "takes cognizance of certain problems relating to the training of personnel for the competent performance of social welfare functions and points to several courses of action, national and international, that would presumably contribute to the satisfactory solution of those problems". The courses of action mentioned do not constitute formal recommendation, but are put forward as "expert suggestions" for the use of the Commission and Council.

DOES CANADA NEED MORE PEOPLE? by Mabel F. Timlin. Oxford University Press, Toronto, 1951. (Issued under the auspices of the Canadian Institute of International Affairs). 143 pp. Price \$2.00. An attempt to assess the "absorptive capacity" of Canada from the economist's point of view.

THE GROWTH AND DEVELOPMENT OF SOCIAL SECURITY IN NEW ZEALAND. A Survey of Social Security in New Zealand from 1898 to 1949. New Zealand Social Security Department with the co-operation of the Health Department, Wellington, N.Z., 1950. 178 pp. Price 6s. Copies may be obtained at 95 cents from the office of the High Commissioner for New Zealand, 107 Wurtemberg Street, Ottawa.

THE CASE WORKER'S USE OF COLLATERAL INFORMATION. Community Chests and Councils of America Incorporated, 155 East 44 Street, New York 17, 1951. (Social Service Exchange Bulletin No. 56). 22 pp. mimeo. Price 25 cents. A paper presented by Helen H. Perlman at the National Conference of Social Work, Atlantic City, May 15, 1951. The author says she has "narrowed my topic to the use of social agency information and to the question of its usefulness not to the agency nor to the community but to the client himself."

OCCUPATIONAL INFORMATION, ITS NATURE AND USE, by Max F. Baer and Edward C. Roeber. Science Research Associates, Inc., Chicago. 650 pp. Price \$5.75. A book for occupational counsellors, which tells where to get information about occupations and how to use it in occupational guidance.

THE ANNUAL REPORT ON CHILD AND YOUTH WELFARE. United Nations Department of Social Affairs, New York, 1951. 191 pp. Price \$1.25. (Toronto: Ryerson Press, 299 Queen Street West). Summaries of Annual Reports from Governments for the year 1948-1949.

"The Parolee Reports". FOCUS, January 1950. "Short-analytic Therapy". THE NERVOUS CHILD, July 1949. "Just Out of Prison". FOCUS, January 1951. Reprints of these three articles all by Melitta Schmideberg, are available free on request to The Association for Psychiatric Treatment of Offenders, 20 East 84th Street, New York 28.

BETTER SCHOOLING FOR CANADIAN YOUTH. Final report of the Canadian Research Committee on Practical Education. Canadian Education Association, 206 Huron Street, Toronto, 1951. 26 pp. Copies on request. Published simultaneously in *Canadian Education*, September 1951. The committee which prepared this report has been working on it for four years. It consists of Mr. Hugh Crombie of the Canadian Manufacturers' Association, as chairman, Dr. J. G. Alt-house, chief director of education for Ontario, as vice-chairman, and ten other members representing the teaching profession, educational administration, business, labour and government. The secretary-treasurer is Mr. F. K.

Stewart of the Canadian Education Association. The research director was A. G. McColl, with J. D. Ayers as assistant. "The purpose was to consider what constitutes a suitable secondary school education for students who go directly to employment from school."

DEFINITION AND CLASSIFICATION OF MINORITIES. United Nations Commission on Human Rights, Sub-Commission on Prevention of Discrimination and Protection of Minorities, 1950. Publication Sales No. L950.XIV.3. 51 pp. Price 40 cents. Toronto: Ryerson Press, 299 Queen St. West. This study, prepared by the Secretary-General for the assistance of the Sub-commission on Prevention of Discrimination, is a theoretical study which brings together the findings of the social and political sciences with respect to minorities. It does not attempt to be specific about what groups constitute minorities, nor what measures should be taken for their protection. It is rather the groundwork on which practical judgments and action may be based.

COMING EVENTS OF INTEREST TO COUNCIL MEMBERS

November 21. Meeting of Members of Community Chests and Councils from small and middle-sized communities. Brantford, YWCA, Wellington and George Streets, at 9.30 a.m.

November 29, 30 and December 1. Round Table Conference of the American Public Welfare Association. Statler Hotel, Washington, D.C.

May 25-30, 1952. 79th Annual Meeting of the National Conference of Social Work, Chicago.

June 14, 1952. 32nd Annual Meeting, Canadian Welfare Council, Chateau Frontenac, Quebec City.

June 15-19, 1952. Thirteenth Canadian Conference on Social Work, Chateau Frontenac, Quebec City.

June 20, 1952. Annual Meeting of the Canadian Association of Social Workers.

SECOND NOTICE

A Competition:

PRIZE \$25.00

CANADIAN WELFARE offers its readers \$25 for the best story
on the theme:

"THE SOCIAL WORK EXPERIENCE THAT INTERESTED ME MOST"

Every social worker will have a story that stands out in memory. It may have been a family or child welfare case, an experiment in group work, or one of those extraordinary experiences that seem to exemplify what the social worker is attempting to do.

We'd like you to tell us about it, as simply as you can. As far as possible your story should illustrate the theory and methods used by social workers in solving everyday human problems.

RULES OF THE COMPETITION

1. Manuscripts should be addressed to the Contest Editor, *CANADIAN WELFARE*, 245 Cooper St., Ottawa, Ontario.
2. The contest closes January 1, 1952, and all manuscripts should be postmarked before that date.
3. All manuscripts should be typed—double-space—on one side of the paper only.
4. Name and address of the author should be enclosed.
5. Your story should be no more than 1,500 words in length. You naturally will disguise the story by using fictitious names for any persons who took part in the events.
6. The judges of the competition will be the editorial board of *CANADIAN WELFARE* in consultation with the staff of the Canadian Welfare Council. The editor will retain the right to publish any of the articles submitted.

You don't have to be a social worker of long experience or a professional writer to enter this competition. The less professional jargon there is the happier the judges will be. All you have to do is tell your most exciting or revealing social work story as simply and sincerely as you can.

Thirty-second Annual Meeting of the
Canadian Welfare Council

June 14, 1952

Thirteenth
**CANADIAN CONFERENCE
ON SOCIAL WORK**

June 15-19, 1952

Annual Meeting
CANADIAN ASSOCIATION OF SOCIAL WORKERS

June 20, 1952

CHATEAU FRONTENAC, QUEBEC CITY
